

## EXECUTIVE ORDER 12721

### Appointment of Former Overseas Employees to CONUS

Executive Order 12721 provides for noncompetitive appointment eligibility to certain former overseas employees when they return to the United States. In order to be eligible for a competitive service position under this special authority, an individual must meet the below criteria:

- Be a citizen of or owe permanent allegiance to the United States
- Must have accumulated 52 weeks of creditable overseas service in an appropriated fund position under an overseas local hire appointment(s) within any 10-year period beginning after January 1, 1980
- Must have received a passing, fully successful or better performance rating (or equivalent) for the overseas service accrued after January 1, 1984
- Must have been a family member (spouse or unmarried child under 23 years of age) of a federal civilian employee, a federal nonappropriated fund employee, or a uniformed service member who was officially assigned to the overseas area
- Must have resided in the overseas area while the sponsor was officially assigned to an overseas post of duty
- Must be appointed within 3 years of returning to the United States from the overseas tour of duty
- Must meet the qualifications and time-in-grade requirements for the position being filled

Why is this important to know as you return to CONUS?

Upon arrival at the stateside Personnel Office, if there are positions open in which you are qualified to perform, you do not have to re-compete if you have previously held that grade and competed for it in the overseas area. If selected, you may be given a career/career-conditional appointment.